

CALIFORNIA PUBLIC PROTECTION & PHYSICIAN HEALTH, INC.

LEADING THE WAY TO PHYSICIAN HEALTH IN CALIFORNIA



All of CPPPH activities are based on the understanding that supporting physician health contributes to public safety by providing services for physicians who face medical, substance use, psychological, behavioral and/or emotional issues that, if left unaddressed, could adversely impact their ability to deliver safe patient care.

Annual Reports January 2015 - December 2016



Message from the Chair

As the new Chair of the Board of CPPPH, starting early in 2016, I look back with pride on what CPPPH has accomplished in its first years and I look forward to bringing resources for physician health and wellness into all areas of the medical community. Our mission is to move California forward toward the kind of physician health program and wellness services we know are needed. We will continue CPPPH conferences, workshops, publications and services that bring tools and proven techniques that our colleagues can use.



Message from the Immediate Past Chair

As the first Chair of the Board of CPPPH, I can tell you of the long, persistent and ultimately successful efforts by our parent organizations to get legislation for a statewide physician health program for California. During those years, CPPPH helped the wellbeing committees of hospital medical staffs with education programs, information and supportive networking. It is rewarding work, and I expect to continue it and expand the focus from hospital medical staffs and medical groups to county medical societies, specialty societies and their Foundations because those are the avenues that can reach all the physicians in our state.

Workshops & Conferences

CPPPH regional workshops and conferences have reached 591 attendees, 82% of them had attended more than one program.

- ▲ Evaluations of Health Care Professionals
- ▲ Effective Functioning of Wellbeing Committees
- ▲ Keys to Physician Wellness
- ▲ Regional Workshops

What Wellbeing Committees Need to Know

In 2016, the workshop “Effective Functioning of Wellbeing Committees” covered the basic body of information recommended for hospital medical staffs and medical groups.

In 2017, CPPPH plans a Certificate of Completion for medical staff services professionals who complete the program, similar to the certificates given in 2014 and 2015 for those who completed the CPPPH program on conducting and reporting evaluations of health care professionals. These activities are built upon the work done in 2014 and 2015 when CPPPH awarded a Certificate of Completion to those who completed its programs on conducting and reporting evaluations of health care professionals.

Legislation

CPPPH's original mission was to work toward establishment of a statewide physician health program similar to those in 48 of the 50 US states and to support our partner organizations as they sought the necessary legislation. In 2016, the passage of SB1177 authorized the Medical Board of California to create a Physicians and Surgeons Health and Wellness Program “for the early identification of, and appropriate interventions to support a physician and surgeon in his or her rehabilitation from substance abuse.” (See a full copy of the legislation [HERE](#).) The legislation requires that the Program comply with the Uniform Standards Regarding Substance-Abusing Healing Arts Licensees or “the 1441 Standards.” (See a full copy of the Uniform Standards [HERE](#).)

The next steps are for the Medical Board to write the regulations that will govern the program and to issue a request for proposal from all those who will bid to become the administering entity for the program that the regulations describe.

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Guidelines

CPPPH guidelines are consensus documents representing expert opinion. Each has followed the same steps of development that include circulation to all interested parties with a request for review and comment. All comments are considered before the document is made final. The guidelines adopted by the Board as CPPPH documents are posted on the CPPPH website, available to all at no cost.

▲ Behaviors that Undermine a Culture of Safety: Policies and Procedures for Medical Staffs and Medical Groups (draft circulating for review and comment)

Intended for those in medical staffs, medical groups, and other entities who evaluate a practitioner's behavior and/or compliance with the organization's code of conduct, this document is designed to assist in the implementation of procedures that maintain the culture of safety and professionalism within the medical staff and the medical center.

▲ Assessing Late Career Practitioners: Policies and Procedures for Age-based Screening

The document is designed for those making policy decisions about age-based screening. It does not advocate in favor of or against mandatory or permissive age-based screening, nor is it intended to replace the judgment of decision-makers applied to individual circumstances. It describes guidelines and principles and provides specific and detailed information about the evolution and impact of age and disability discrimination laws on the options available for evaluating physician competency.

▲ Evaluations of Health Care Practitioners

Health care personnel constitute a special population with licensing and privileging issues connected to their personal health because personal health may impact their ability to practice medicine safely. Evaluations of an individual's personal health are sometimes necessary before decisions about privileging can be made appropriately. Those who request an evaluation should be able to provide a standard compendium of information and expectations to the evaluator. Those who conduct evaluations should have specific qualifications. The report of the evaluation itself should contain standard and sufficient information to support the necessary decisions. This guideline describes these elements in detail. Everything described may not be needed for every evaluation. The information in this document is designed to assist in determining what is indicated for a particular situation.

▲ Selecting Physician Health Services

The information in this document is intended to help make informed choices among providers of services such as intervention, treatment, case management, monitoring. It does not give a list of service providers; it reviews criteria and guidance for carrying out the due diligence routinely employed in making such a selection.



CPPPH 2014-2016 Supporters and Partners in Our Mission

▲ \$500 – \$1,000

American College of Emergency Physicians – California Chapter

Association of Northern California Oncologists

Butte Glenn Medical Society

California Chapter of the American College of Physicians

Imperial County Medical Society

Kern County Medical Society

Marin Medical Society

District 9 of the Los Angeles County Medical Association

Santa Barbara Medical Society

Sierra Sacramento Valley Medical Association

Stanislaus Medical Society

Tuolumne County Medical Society

Ventura County Medical Association

▲ \$1,001 – \$5,000

Alameda Contra Costa Medical Association

California Orthopedic Association

California Psychiatric Association (Northern and Southern California Psychiatric Societies)

California Society of Anesthesiologists

Humboldt-Del Norte County Medical Society

Los Angeles County Medical Association

Orange County Medical Association

San Bernardino County Medical Association

San Diego County Medical Society

San Francisco Medical Society

▲ \$5,001 – \$10,000

California Society of Addiction Medicine

▲ \$10,001 – \$25,000

California Academy of Family Physicians

*California Medical Association
(in addition to its in-kind services)

Medical Insurance Exchange of California (MIEC)

▲ \$25,001 – \$50,000

Cooperative of American Physicians

The Doctors Company

NORCAL Mutual Insurance Company

▲ \$50,001 to over \$100,000

California Hospital Association

*California Medical Association fulfills the responsibilities of Chief Financial Officer and provides all accounting and reporting services.

California Public Protection & Physician Health

CPPPH was formed in 2009 jointly by the California Medical Association, the California Hospital Association, California Society of Addiction Medicine, and the California Psychiatric Association to address the need for focused education, technical advice and consultation for medical staffs and medical groups to support their physician health activities.

CPPPH mission

- ▲ To support a healthy physician workforce
- ▲ To collaborate with medical staffs, physician groups, the institutions, organizations and individuals responsible for physician health and quality patient care
- ▲ To provide information, education, guidelines, consultation and assistance
- ▲ To work toward an integrated statewide physician health program (PHP) with all the services needed to address the full spectrum of physician health including physical and mental health, behavioral issues, addiction issues in individual physicians that may lead to practice impairment and threaten patient safety if left unaddressed

CPPPH is dedicated to the establishment of an ideal physician health program in California. We envision a program designed to encourage and assist all organizations, institutions and entities where physicians practice or affiliate in their efforts to maintain the health of their physician population. Its services should be available to assist the citizens of California, the regulatory board, associations, hospitals, clinics and individual physicians. California's ideal physician health program (PHP) should identify, provide, or support clinically-based health services for physicians with physical, mental health or addiction issues which, if undetected or not appropriately treated and monitored, could compromise the physician's ability to practice medicine safely.

Members of several Advisory Groups and Workgroup members volunteer their time and expertise to the work.

- ▲ Advisory Group of Health Care Attorneys
- ▲ Advisory Group of Medical Liability Insurance Carriers
- ▲ Advisory Group of Providers of Treatment for Physicians
- ▲ Advisory Group of Medical Staff Services Professional

Full information about its activities is on the website www.CPPPH.org.

Funding

CPPPH's funding has come from all across the medical community – from the medical societies, specialty societies, liability insurance carriers and California Hospital Association and California Medical Association.

That funding allows CPPPH to offer its guideline documents, workshops and other activities and services. Registration fees for the workshops cover the costs of the workshop, such as expenses for presenters, but not the costs of staff time or operations. For those core costs, we rely on the continuing support of the medical community that CPPPH serves.

Statement of Financial Position

Statement of Financial Position
As of December 31, 2015

ASSETS	
Cash and cash equivalents	252,570
Accounts receivable	500
Prepaid expenses	5,361
TOTAL ASSETS	\$258,431

LIABILITIES AND NET ASSETS	
Accounts payable	39,387
Due to WSHCPG	(156)
Deferred income	1,951
Beginning net assets	223,478
Current year net income	(6,209)
TOTAL LIABILITIES AND NET ASSETS	\$258,431

Profit & Loss Statement
Fiscal Year January 1, 2015 - December 31, 2015

Contributions	141,686
Event registrations	28,938
TOTAL REVENUE	\$170,624
Administration	36,025
Fundraising	4,561
Board of Directors	27,024
Education & Publications	37,822
Network Building	6,962
Delivery of Physician Health Services & Consulting	1,435
Evaluation Workshops	52,600
PHP	910
Boot Camp for Medical Staff Leaders	985
Consultancy services	8,509
TOTAL EXPENSES	\$176,833
CURRENT YEAR NET INCOME	(\$6,209)

Statement of Financial Position
As of September 27, 2016

ASSETS	
Cash and cash equivalents	127,141
Prepaid expenses	1,951
TOTAL ASSETS	\$129,092

LIABILITIES AND NET ASSETS	
Accounts payable	(1,873)
Due to WSHCPG	(10,998)
Deferred income	1,951
Beginning net assets	217,270
Current year net income	(77,258)
TOTAL LIABILITIES AND NET ASSETS	\$129,092

Profit & Loss Statement
Fiscal Year January 1, 2016 - September 27, 2016

Contributions	36,500
Other Income	7,500
Event registrations	4,737
TOTAL REVENUE	\$48,737
Administration	50,068
Fundraising	0
Board of Directors	17,398
Education & Publications	27,313
Network Building	17,564
Delivery of Physician Health Services & Consulting	270
Evaluation Workshops	8,917
PHP	0
Boot Camp for Medical Staff Leaders	0
Consultancy services	840
Education Package	3,627
TOTAL EXPENSES	\$125,995
CURRENT YEAR NET INCOME	(\$77,258)

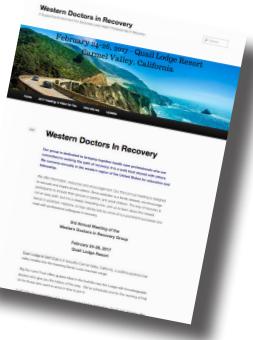
CPPPH eNews

If you are involved in physician health activities in California, you may find helpful information and links about topics like aging, burnout, committee policies and procedures for disruptive behavior in addition to an increasing emphasis on wellness. All past copies are available on the website [HERE](#).



Western Doctors In Recovery

CPPPH supports and provides all the administrative services for the Western Doctors in Recovery, now in its third year. Their annual meetings have reached many physicians. See full information on their website www.WesternDoctorsinRecovery.org



Physicians' and Dentists' Confidential Line

CPPPH publicizes this phone line services in all of its eNewsletters and workshops. Read more about it [HERE](#).



www.CPPPH.org

The website is the place to get full background about CPPPH, its Board members and all its Advisory Groups and Workgroups. From the website, you can download copies of CPPPH guidelines, many articles and resource documents, as well as read copies of all past issues of CPPPH eNews.

In the resource library you will find articles, White Papers, sample forms used by Wellbeing Committees, policy statements. You can download educational resources such as sample newsletters you could use with your medical staff and PowerPoint files you could use for presentations on physician health and wellness.

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Our mission is to support a healthy physician workforce in the state of California. CPPPH is dedicated to enhancing patient safety by developing programs that assist health professionals who identify, refer, treat, and monitor physicians with potentially impairing conditions.

EVENTS

- CPPPH Regional Workshops
- CPPPH Conferences
- Other Conferences

PUBLICATIONS

- Education
- Consultation

RESOURCES

- Articles by Topic
- White Papers and Documents
- Educational Resources
- Links to Other Websites

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PUBLICATIONS

CPPPH creates publications designed to clarify best practices and policies for individuals and entities charged with overseeing physician health activities. We have published three guidelines and are currently working on our fourth. Relevant white papers and documents are also available here.

Publications:

- Drug Testing: A White Paper of the American Society of Addiction Medicine (ASAM) [PDF] October 26, 2013 The science and the current practice of drug testing are covered in this 115-page, highly referenced paper from the American Society of Addiction Medicine with reviews of all aspects, from patient care to public health to public protection.

Sample Documents

- Sample release of information form - Authorization for Use and Disclosure of Health Information (CHA - 2009) [PDF]
- Sample Agreement between a physician and an organization that does monitoring - Pacific Assistance Group Agreement Substance Use Disorders [PDF]
- Sample Agreement between a physician and an organization that does monitoring - CAPHP Monitoring Agreement Substance Use Disorders [PDF]
- Policies and procedures as well as many forms developed and in use by the medical staff health committee at Stanford. www.medicalstaff.stanfordhospital.org/well-being/
- Samples of forms in use by the UC Davis Medical Staff Well-Being Committee. www.ucdmc.ucdavis.edu/medicstaffwellbeing/

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